Fannie Mae Eldercare Program

Helping Employees Balance Work/Life

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Fannie Mae

Fannie Mae Internal Profile

Dependent care survey showed:

- Average age of employees- 40 years old
- Many sandwiched between children and elders
- Immediate and future need for Eldercare benefits
- 59% say Caregiving responsibilities interfere with work
- 66% spend up to 8 hours per week providing care

Fannie Mae's Eldercare Benefits

- Prior to eldercare consultant
  - Resource and Referral Service (24/7/365)
  - EAP
  - Seminars on Eldercare Topics
  - Dependent Care Voucher Program
  - FWO
  - Lending Library

Why Did We Go The Extra Mile

- Attract and Retain the Best and Brightest

- Reduce Turnover

- Help Employees Balance Their Work/Life Responsibilities

- Support from the Top

Important Quote

- "Whether a company chooses to provide information to employees by setting up an on-site family resource center…or whether it arranges services or subsidies for direct supports…the place to start is the local community."

    - Aging Today, July/August 2000. "A Framework for Managing the Eldercare-Work Balancing Act"

Why Fannie Mae Partnered with IONA Senior Services

- Community Based

- Less expensive

- Professional clinical supervision

- Access to other social service staff

- Access to back-up support

- No time needed to establish resources

- Model easily replicable by other companies
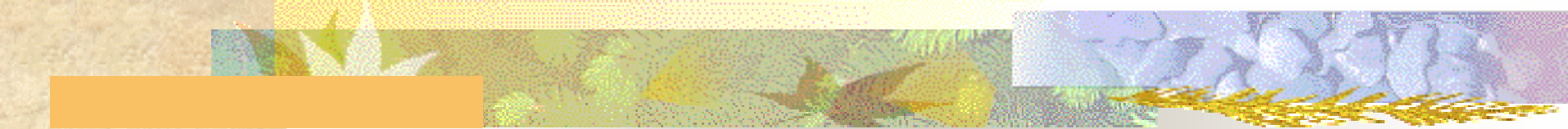
Communications

- Homesite
- Life Stage Benefits
- Employee Profiles
- Days Of Our Life
- Eldercare Website
- Eldercare Archives
- Newsletter

Eldercare Benefits

- Once Eldercare Consultant came on Board
  - On-Site Eldercare Consultant
  - Enhanced Eldercare Website
  - Archives
  - Expanded Lending Library

- Special Projects/Events
  - Eldercare Summit
  - Elderkit
  - Elderfair

Many of you may say we are a large organization and you can't afford a program that models ours. Fannie Mae would say you can't afford not to have a program like ours!